

ORDINANCE NO. 2012 17  
OF THE TOWN OF ZIONSVILLE, INDIANA

**AN ORDINANCE ESTABLISHING THE COMPENSATION TO BE  
PAID TO OFFICIALS AND EMPLOYEES OF THE TOWN OF  
ZIONSVILLE, INDIANA FOR FISCAL YEAR 2013.**

WHEREAS, §I.C. 36-5-3-2(b) confers upon the Zionsville Town Council ("Town Council"), the power to provide reasonable compensation for Town of Zionsville ("Town") employees.

NOW, THEREFORE, BE IT ORDAINED AND ENACTED by the Town Council of the Town of Zionsville, Indiana that the following is established as compensation to be paid to the respective officers and employees of the Town for 2013.

Section 1 Wages. Attached hereto as Exhibit A is the Town of Zionsville Wage Schedule - 2013 setting forth the various positions within each Department and the annual wages for work performed in the calendar year 2013. Full time employees who work only part of 2013 shall be paid a prorated portion of the annual wage based upon work performed. This 2013 Wage Schedule is hereby approved and adopted in its entirety.

Section 2. New Employees. All new full-time employees, except New Police Officer Employees as noted in Section 3 below, starting employment with the Town in 2013 shall be paid compensation at a rate to be determined by the Town Council. All employment with the Town is "at will" and subject to employment performance being satisfactory to the Town Manager and Town Council.

Section 3. New Police Officer Employees. The positions of Police Officer First Class and Police Officer Second Class for the Zionsville Police Department, as provided under Indiana law, shall be filled on a probationary basis for a one (1) year period at a salary fixed at 90% of the target salary for such position. Each of these new employees shall be subject to the review and recommendation of the Zionsville Police Chief and the Zionsville Board of Metropolitan Police Commissioners as to conduct and capacity during the probationary period.

Section 4. Part-Time Employees. The hourly wage rate for all part-time employees of the Town shall be set by the department superintendent up to the maximum hourly rate for such employees set forth in the 2013 Wage Schedule.

Section 5. Professional Services.

- a. All professional services for the Zionsville Advisory Plan Commission ("Plan Commission"), Zionsville Board of Zoning Appeals ("BZA"), Zionsville Parks and Recreation Board, Zionsville Redevelopment Commission, and other organizations under the statutory control of the Town Council shall be paid for his or her respective services as outlined and listed in each professional's Contract for Services for the year 2013.
- b. All professional services shall be contracted for and obtained within the 2013 appropriation established by the Town Council.

Section 6. Work Hours and Attendance. For all full-time employees, General Hours, Overtime, Compensatory Time Off and Work Hours for Police and Fire shall be as outlined in the Zionsville Employee Policy Handbook, as adopted by the Town Council in September, 2002, as amended.

Section 7. Holidays. The schedule of holidays and dates celebrated by time off work for pay in 2013 is attached hereto as Exhibit B.

Section 8. Insurance Benefit. All full-time employees shall be eligible to receive group health, life, hospitalization and dental insurance, with the Town to pay the following based upon the insurance option chosen by the employee:

a. HMO Option

Town to pay 90% of the premium cost of such insurance for the employee, and 85% of the cost of the premium for insurance for spouses and dependents included on the Town's Plan; or,

b. High Deductible Option

Town to pay 90% of the premium cost of such insurance for the employee, and 85% of the cost of the premium for insurance for spouses and dependents included on the Town's Plan.

Under this option, the employee may also choose to open a Health Savings Account (HSA). The contribution of all or some of the difference between the HMO Option cost and the High Deductible Option cost by the employee into their HSA is encouraged. To any such employee contribution, the Town will contribute 90% of the same portion of the Town's savings (the difference between the Town's portion of the HMO Option cost and the High Deductible Option cost).

For example, if an employee elects to contribute 100% of ~~their~~ cost savings to their HSA, the Town will contribute 90% of the Town's savings to the employee's HSA.

The Town's contribution is limited to 90% of the difference between the Town's cost of the HMO Option and the High Deductible Option.

Section 9. Secretary Appointments. The Clerk of the Town Court, Secretary of the Plan Commission and Secretary of the BZA are to be appointed by the body authorized by statute to make such appointments.

Section 10. Employee Policy Handbook. Reference is made to the Zionsville Employee Policy Handbook, which was adopted by the Town Council in September, 2002, as amended, for additional policies, conditions and procedures applicable to officials and employees of the Town.

Section 11. Construction of Clause Headings. The clause headings appearing herein have been provided for convenience and reference and do not purport and shall not be deemed to define, limit or extend the scope or intent of the clause to which they appertain.

Section 12. Repeal of Conflicting Ordinances. The provisions of all other Town ordinances in conflict with the provisions hereof, if any, are of no further force or effect and are hereby repealed.

Section 13. Severability. If any part of this Ordinance shall be held invalid, such part shall be deemed severable and the invalidity thereof shall not affect the remainder of this Ordinance.


Section 14. Duration and Effective Date. The provisions of this Ordinance shall be in full force and effect from and after its passage and adoption upon its signature by the Town's executive in the manner prescribed by I.C. §36-5-2-10(a) and until its repeal by ordinance.

Introduced and filed on the 5th day of November, 2012. A motion to consider on First Reading was sustained by a vote of 7 in favor and 0 opposed, pursuant to Indiana Code §36-5-2-9.8.

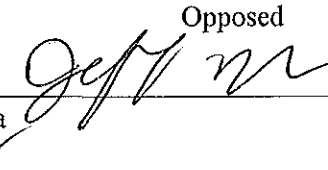
NOVEMBER 14

**DULY PASSED AND ADOPTED** this 5th day of ~~December~~, 2012, by the Town Council of the Town of Zionsville, Boone County, Indiana, having been passed by a vote of 7 in favor and 0 opposed.

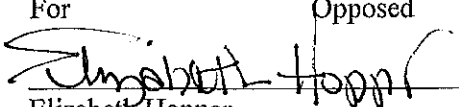
TOWN OF ZIONSVILLE, INDIANA  
BY ITS TOWN COUNCIL

  
\_\_\_\_\_  
Timothy R. Haak, President

For ☒ Opposed ☐

  
\_\_\_\_\_  
Jeff Papa

For ☒ Opposed ☐

  
\_\_\_\_\_  
Elizabeth Hopper

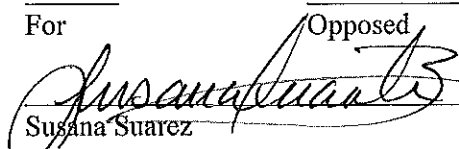
For ☒ Opposed ☐

  
\_\_\_\_\_  
Thomas A. Schuler

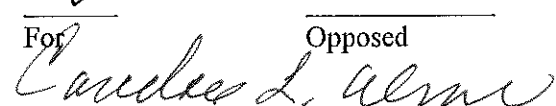
For ☒ Opposed ☐

  
\_\_\_\_\_  
Steven W. Mundy

For ☒ Opposed ☐

  
\_\_\_\_\_  
Susana Suarez

For ☒ Opposed ☐

  
\_\_\_\_\_  
Candace L. Ulmer

For ☒ Opposed ☐

ATTEST:

  
\_\_\_\_\_  
John J. Yeo  
Zionsville Clerk/Treasurer

**EXHIBT A**  
**2013 SALARY ORDINANCE**

**Town of Zionsville**

**WAGE SCHEDULE**

**EXHIBIT A**

**Town of Zionsville WAGE SCHEDULE - 2013**

November 5, 2012

DEPARTMENT/POSITION	pay from GEN'L FUND	pay from SEWER FUND	pay from MVH FUND	pay from PARK FUND	pay from FIRE FUND	SALARY*
<b>Administration</b>						
plan comm member	100%					\$480.00
BZA member	100%					\$240.00
town council member	100%					\$5,000.00
town council president	100%					\$10,000.00
X clerk/treasurer	100%					\$72,347.00
claims clerk	100%					\$44,821.00
sewer clerk		100%				\$44,821.00
court clerk	100%					\$44,821.00
X town manager	100%					\$88,374.00
X Dir. Of Planning & Econ. Dev.	100%					\$75,113.00
<u>Assistant Planner</u>	100%					\$51,600.00
X IT director	100%					\$65,836.00
Building Tech. Coordinator	100%					\$45,000.00
sr. inspector/p.a.	100%					\$60,262.00
building inspector	100%					\$58,675.00
twm mgr admin assist	100%					\$51,659.00
plan admin assistant	100%					\$44,821.00
judge	100%					\$6,000.00
prosecutor	100%			per court session		\$220.00
maintenance - 30 hrs/wk	100%					\$17,919.00
Safety board member	100%					\$360.00
Safety board president	100%					\$540.00
<b>Police</b>						
X chief of police	100%					\$80,727.00
X captain - operations	100%					\$66,873.00
X captain - admin.	100%					\$66,873.00
X lieutenant	100%					\$61,891.00
sergeant - operations	100%					\$56,910.00
detective/specialist	100%					\$55,045.00
deputy marshal II	100%					\$53,423.00
deputy marshal I	100%					\$49,968.00
admin assistant	100%					\$44,821.00
part time	100%			max per hour		\$11.00
police commissioner	100%	(non T.C. member)		per meeting		\$25.00
<b>Fire</b>						
X fire chief					100%	\$82,697.00
X deputy chief					100%	\$72,686.00
X division chief					100%	\$70,000.00
captain					100%	\$67,361.00
lieutenant					100%	\$57,299.00
firefighter II					100%	\$54,400.00
firefighter I					100%	\$51,563.00
fire marshal - full time					100%	\$63,202.00
part time				max per hour	100%	\$20.00
admin assistant					100%	\$44,821.00
** paramedic					100%	\$4,000.00
** mechanic					100%	\$4,000.00
** house officer					100%	\$1,000.00

\*\* Annual stipend is based upon semi-annual performance reviews completed by the Fire Chief or designee. Ammounts shall be compensated in arrears on half on July 1, 2013 and one half on December 15, 2013.

# **Town of Zionsville - WAGE SCHEDULE - 2013**

November 5, 2012

DEPARTMENT/POSITION	pay from GEN'L FUND	pay from SEWER FUND	pay from MVH FUND	pay from PARK FUND	pay from FIRE FUND	SALARY*
<b>Wastewater</b>						
X superintendent		100%				\$80,566.00
maintenance supervisor		100%				\$62,919.00
lab technician		100%				\$55,093.00
plant operator II		100%				\$46,848.00
plant operator I		100%				\$41,281.00
labor - part time		100%		max per hour		\$12.00
<b>Street</b>						
X superintendent			100%			\$75,741.00
stormwater coordinator			100%			\$53,000.00
team leader		8%	92%			\$49,593.00
street technician II		8%	92%			\$44,229.00
street technician I		8%	92%			\$40,020.00
labor - part time			100%	max per hour		\$11.00
admin assistant			100%			\$44,821.00
<b>Parks &amp; Rec</b>						
park board member				100%		\$480.00
X superintendent				100%		\$68,720.00
X ass't. superintendent				100%		\$53,783.00
park technician II				100%		\$41,652.00
park technician I				100%		\$36,825.00
X naturalist				100%		\$47,710.00
labor - part time			max per ho	100%		\$12.00

\*Salary for time worked in calendar year 2013.

X = exempt status per FLSA

**EXHIBIT B**  
**2013 SALARY ORDINANCE**

**Town of Zionsville**

**SCHEDULE OF HOLIDAYS – 2013**

<b>New Year's Day</b>	<b>Tuesday</b>	<b>January 1, 2013</b>
<b>Martin Luther King Jr. Day</b>	<b>Monday</b>	<b>January 21, 2013</b>
<b>Presidents' Day</b>	<b>Monday</b>	<b>February 18, 2013</b>
<b>Memorial Day</b>	<b>Monday</b>	<b>May 27, 2013</b>
<b>Independence Day</b>	<b>Thursday</b>	<b>July 4, 2013</b>
<b>Labor Day</b>	<b>Monday</b>	<b>September 2, 2013</b>
<b>Thanksgiving</b>	<b>Thursday</b>	<b>November 28, 2013</b>
<b>Day after Thanksgiving</b>	<b>Friday</b>	<b>November 29, 2013</b>
<b>Christmas</b>	<b>Wednesday</b>	<b>December 25, 2013</b>